

Wellington Benefit Summary Sheet

Administration and Staff - 12 Month, 0.75 or higher FTE

This is a brief description of Wellington's benefits for eligible employees who work 30 or more hours a week that are effective on their first day of employment. Wellington benefits are administered on a calendar-year basis. For additional information, please contact Vanessa Wolfe, Human Resources Coordinator at 614.324.8892.

Benefits	Description
Medical Insurance	<ul style="list-style-type: none"> High Deductible Health Plan (Anthem) Wellington will contribute \$500 to your Health Savings Account (HSA). Prorated due to date of hire. Employee can contribute up to the annual IRS maximum in their HSA. Health Advocate – health experts available 24/7 to improve your health and well-being Prescription Drug Coverage through CarelonRx (retail and mail order)
Dental Insurance	<ul style="list-style-type: none"> Humana Dental Traditional Preferred Calendar Year Deductible excluding Preventive Services and Orthodontia Services Preventive Services includes 2 cleanings per year Basic Services includes Periodontics and Endodontics Major Services include Implants, Dentures, Crowns Orthodontia Services for both adult and child
Vision Insurance	<ul style="list-style-type: none"> Humana Vision 130 Exam, Frames, Lenses, and Contact Lenses are all covered. Diabetic Eye Care and testing for diabetic members are covered Most Retail Optical Centers are In-Network
Group Basic Life/AD&D Insurance	<ul style="list-style-type: none"> 2x Annual Salary up to a maximum of \$75,000 at no cost
Voluntary Life/AD&D Insurance	<ul style="list-style-type: none"> Supplement the basic life insurance by purchasing additional coverage. Guaranteed issue of Employee is \$130,000; Spouse is \$25,000 and Child is \$10,000 Not to exceed 5 times your annual salary. You must enroll in employee coverage to cover your spouse and/or child(ren)
Short-Term Disability Insurance	<ul style="list-style-type: none"> Benefit begins after 14 days and is available for up to 11 weeks Percent of income replacement is up to 60% of weekly salary
Long-Term Disability Insurance	<ul style="list-style-type: none"> Coverage equal to 60% of your base monthly salary, up to \$10,000 per month Begin after 90 days of leave
Long-Term Care Insurance	<ul style="list-style-type: none"> Wellington provides long-term care insurance at no cost to you Employee may also purchase buy-up plans
Hospital	<ul style="list-style-type: none"> Supplement existing health insurance by paying you for hospital

	stays.
Accident and Critical Illness	<ul style="list-style-type: none"> • Accident Plan provides benefits for injuries and various services/treatments for those injuries. • Critical Illness provides a \$10,000 or \$20,000 benefit
403b Retirement/Roth	<ul style="list-style-type: none"> • Employee may contribute pre-tax basis up to the annual IRS maximum • Employee may contribute on a post-tax basis to Roth Account up to the IRS annual maximum contribution • Wellington will match 5% employee's contribution. At 10 years of service, the match is 6%
Flexible Spending Accounts	<ul style="list-style-type: none"> • Medical Care Reimbursement Account limited to vision and dental only if you are enrolled in our medical insurance • Dependent Care Reimbursement
Educational Benefits and Tuition Assistance	<ul style="list-style-type: none"> • By request or budgeted • Paid leave for off-site training
Compensation	<ul style="list-style-type: none"> • 24 pays per year on 15th and 30th of each month • Direct deposit is required
Holidays/ School Closure	<ul style="list-style-type: none"> • 14 Federal Holidays per year while on active duty • School will be closed a week in December and a week in March
Vacation Days	<ul style="list-style-type: none"> • 20 days per year • Prorated if you are less than 1.0 Full-Time Employee
Sick Days	<ul style="list-style-type: none"> • 12 days per year up to 90 days • Prorated if you are less than 1.0 Full Time Employee, eligible at 0.50 and greater FTE
Personal Days	<ul style="list-style-type: none"> • 2 day per year • Prorated if you are less than 1.0 Full-Time Employee
Bereavement	<ul style="list-style-type: none"> • 3 days paid leave for the death of an immediate family member • If travel is beyond 150 miles from Columbus, such paid leave will be extended to 4 days
Wellington Tuition Remission	<ul style="list-style-type: none"> • 50% discount for employee's dependents at a 0.8 Full-Time Employee or higher for K – 12th grade and for Full-Time Students in Little Jags and Pre-K • IRS-dependent rules apply
Fun Employee Events	<ul style="list-style-type: none"> • Community meetings at start and end of school
Casual Dress	<ul style="list-style-type: none"> • Business casual dress environment during the school year • Casual dress environment during the summer, spring, and winter breaks
Perks	<ul style="list-style-type: none"> • Work Hours: 8:00 A.M. – 4:00 P.M. • Free lunch during the school year • Free parking • Technology Purchase Loan (interest-free) • AndHealth – migraine reversal program and autoimmune program